

Sub C1

- The following table shows the results of the regression analysis for the dependent variable *Perceived Organizational Support*. The independent variables are *Organizational Commitment* and *Organizational Identification*. The table includes the regression coefficients, standard errors, t-statistics, and p-values for each variable.
- | Variable | Regression Coefficient | Standard Error | t-Statistic | p-Value |
|-------------------------------|------------------------|----------------|-------------|---------|
| Organizational Commitment | 0.25 | 0.05 | 5.00 | 0.000 |
| Organizational Identification | 0.15 | 0.05 | 3.00 | 0.003 |
| Constant | 1.50 | 0.10 | 15.00 | 0.000 |

5. The client device of claim 1, wherein the visual setting data pertains to at least one visual characteristic selected from a group consisting of:
font type, font size, font style, foreground color, background color, window edge type, window edge color, window edge thickness, window edge continuity, window transition, and window texture.
6. The client device of claim 1, wherein the item is displayed via a television.
7. A programmable media services server device for providing media information to a user via an interactive media services client device, said server device comprising:
memory for storing data; and
visual setting data stored in said memory, wherein a plurality of applications use said visual setting data to determine a visual aspect of an item presented to the user.
8. The server device of claim 7, wherein the visual setting data is configured based on user input.
9. The server device of claim 7, wherein the visual setting data is configured based on input from a headend system operator.
10. The server device of claim 7, wherein the visual setting data pertains to at least one item selected from a group consisting of:
a first heading portion in a window, a second heading portion in a window, a bottom portion in a window, a title that is highlighted in a grid or list that is in focus, a title that is not highlighted and that is in grid or list that is in focus, a title that is part of a list or grid that is not in focus, a heading portion of an information barker, a bottom portion of an information barker, a center portion of an information barker, a title for which a VCR timer is set, a title for which a reminder timer is set, a banner for displaying a mute symbol, a banner for displaying a volume symbol, navigation icons, a heading portion in a PIN entry window, a bottom portion in a PIN entry window, and a center portion in a PIN entry window.

- m 7, wherein the visual setting d
 cted from a group consisting of:
 e, font style, foreground color, b
 , window edge color, window ed
 y, window transition, and window

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13. An interactive media services client device for presenting information received from a programmable media services server device to a user, said client device comprising:
- means for storing information; and
 - coloring information stored by said means for storing information, wherein a plurality of applications use said visual setting data to determine a visual aspect of an item presented to the user.
14. The client device of claim 13, wherein the visual setting data pertains to at least one item selected from a group consisting of:
- a first heading portion in a window, a second heading portion in a window, a bottom portion in a window, a title that is highlighted in a grid or list that is in focus, a title that is not highlighted and that is in grid or list that is in focus, a title that is part of a list or grid that is not in focus, a heading portion of an information barker, a bottom portion of an information barker, a center portion of an information barker, a title for which a VCR timer is set, a title for which a reminder timer is set, a banner for displaying a mute symbol, a banner for displaying a volume symbol, navigation icons, a heading portion in a PIN entry window, a bottom portion in a PIN entry window, and a center portion in a PIN entry window.
15. The client device of claim 13, wherein the visual setting data pertains to at least one visual characteristic selected from a group consisting of:
- font type, font size, font style, foreground color, background color, window edge type, window edge color, window edge thickness, window edge continuity, window transition, and window texture.
16. The client device of claim 13, wherein the item is displayed via a television.

17. A programmable media services server device for providing media information to a user via an interactive media services client device, said server device comprising:
means for storing information; and
coloring information stored by said means for storing information, wherein a plurality of applications use said visual setting data to determine a visual aspect of an item presented to the user.
18. The server device of claim 17, wherein the visual setting data pertains to at least one item selected from a group consisting of:
a first heading portion in a window, a second heading portion in a window, a bottom portion in a window, a title that is highlighted in a grid or list that is in focus, a title that is not highlighted and that is in grid or list that is in focus, a title that is part of a list or grid that is not in focus, a heading portion of an information barker, a bottom portion of an information barker, a center portion of an information barker, a title for which a VCR timer is set, a title for which a reminder timer is set, a banner for displaying a mute symbol, a banner for displaying a volume symbol, navigation icons, a heading portion in a PIN entry window, a bottom portion in a PIN entry window, and a center portion in a PIN entry window.
19. The server device of claim 17, wherein the visual setting data pertains to at least one visual characteristic selected from a group consisting of:
font type, font size, font style, foreground color, background color, window edge type, window edge color, window edge thickness, window edge continuity, window transition, and window texture.
20. The server device of claim 17, wherein the item is displayed via a television.
21. A method for providing information received by an interactive media services client device from a programmable media services server device, said method comprising:
storing visual setting data in memory; and
providing a plurality of applications with said visual setting data, wherein said visual setting data is used to determine a visual aspect of an item presented to a user.

22. The method of claim 21, wherein the visual setting data pertains to at least one item selected from a group consisting of:

a first heading portion in a window, a second heading portion in a window, a bottom portion in a window, a title that is highlighted in a grid or list that is in focus, a title that is not highlighted and that is in grid or list that is in focus, a title that is part of a list or grid that is not in focus, a heading portion of an information barker, a bottom portion of an information barker, a center portion of an information barker, a title for which a VCR timer is set, a title for which a reminder timer is set, a banner for displaying a mute symbol, a banner for displaying a volume symbol, navigation icons, a heading portion in a PIN entry window, a bottom portion in a PIN entry window, and a center portion in a PIN entry window.

23. The method of claim 21, wherein the visual setting data pertains to at least one visual characteristic selected from a group consisting of:

font type, font size, font style, foreground color, background color, window edge type, window edge color, window edge thickness, window edge continuity, window transition, and window texture.

24. The method of claim 21, wherein the item is displayed via a television.

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